



MOVING FROM BIAS TO INCLUSION

A JOURNEY TO DEIA



INTRODUCTION

- Learning Objectives
 - To provide an understanding of implicit bias to develop a thoughtful inclusion mindset
 - To learn how to recognize bias in action
 - To explore the importance of committing to thoughtful inclusion in the workplace
 - To provide all employees an opportunity to engage in dialogue on moving from bias to inclusion



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Ground Rules

2

Definitions

WHAT IS BIAS?

3

Activities

4

Discussion

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Wrap Up

AGENDA



GROUND RULES

Have a **LEARNER MINDSET**

Be **RESPECTFUL**

Ask **QUESTIONS**

Be **PRESENT**



LET'S CHAT

- IN THE NEXT 30 SECONDS WRITE IN THE CHAT AS MANY WORDS AS YOU CAN TO DESCRIBE THE WORD **BIAS**





WHAT IS BIAS

A **preference** in favor of or against a thing, person, or group compared with another.

It may be held by an individual, a group, or an institution.

It can have negative or positive consequences.





**LET'S
ENGAGE**



DISCUSSION POINT I

Space Shuttle Challenger Disaster: Before the launch, some engineers on the project raised concerns about the ability of the O-ring seals to withstand the launch temperatures, and so they opposed the launch. These engineers were pressured by the group to reconsider and reverse their initial no-go position, which they did with disastrous results.

Even in the most open organizations, people are reluctant to expose errors in judgment or contradict their leaders. The need for a crowd to conform is an all-too-common ailment can adversely affect good people and healthy groups, making them inefficient, unproductive and dysfunctional. For groups to make sound decisions, leaders must take the time to create a work environment where diverse points of view are not only welcomed, but also valued.



DISCUSSION POINT I

You may recall this scenario as an example of **Groupthink**.

Have you ever noticed this type of bias in your own experience? Can you share your experience with us?



DISCUSSION POINT 2

Social Media: To form conclusions, people tend to read the news that aligns with their perspectives. For instance, news channels provide information differently from each other on complex issues—with some using very creative headlines or taglines. Due to the biased coverage of topics, people only utilize certain channels/sites to obtain their information and could make biased conclusions.

We pay specific attention to information or observations to support our views, leading us to pay much more attention to our assumptions and beliefs than what is happening in front of us. We may go out of our way to look for evidence to prove our expectations to be true, while at the same time turning a blind eye to the information that challenges our beliefs.



DISCUSSION POINT 2

You may recall this scenario as an example of **Confirmation Bias**.

Have you ever noticed this type of bias in your own experience? Can you share your experience with us?

As you work to become more conscious of and address your own biases, how might we also work together to mitigate the effects of unconscious biases within EPA?



TO PROMOTE DEIA

I WILL IMPLEMENT...

I WILL START...

I WILL CONTINUE...



RESOURCES

Join the DEIA Community of Practice! Email

Horton.Christelene@epa.gov

hanson.diana@epa.gov

[DEIA Strategic Plan](#)

AskDEIA@epa.gov

Helpful Video Clips*

[Ways That Differences Can Trigger Bias](#)

[How Bias Tries to Provoke You](#)

[Unearth Your Own Biases](#)

[Beyond Bias: Moving Toward Inclusion](#)

*These videos clips are available in FedTalent.

[Job Aid: Common Biases at Work](#)



THANK YOU!

WE APPRECIATE YOU SHARING YOUR TIME WITH US! PLEASE TAKE THE WEBINAR EVALUATION.